

The Individual Ready Reserve (IRR) and Inactive National Guard (ING) comprise a subcategory of the Ready Reserve that could be accessed to increase the number of personnel available for Army formations in the event of crisis. Department of Defense Directive (DoDD) 1235.10 specifically instructs that, “the IRR and ING shall be used as personnel pools. Members in the IRR and ING provide a range of capabilities to support future conflicts and shall be considered viable options.”

The Individual Ready Reserve (IRR) is made up mainly of individuals who have had training, have previously served in the Active Army or Selected Reserves, and are not assigned to a unit, but still have a Military Service Obligation (MSO) remaining. The IRR currently comprises 93K Soldiers managed by the Human Resources Command.

The Inactive National Guard (ING) comprises primarily enlisted Soldiers who leave active drilling status in the Guard before completing their enlistment and are retained in the ING unless they specifically request a transfer to the Individual Ready Reserve. The ING comprises 2K Soldiers managed by the unit to which the Soldier was assigned before they left active drilling status.

Title 10, sections 10149, 10205, 10206 and 12319 of the US Code directs that the Army must “provide a system of continuous screening of units and members of the Ready Reserve” and further states that members of the Ready Reserve may be ordered, without their consent, to muster at least once per year. It also requires members of the Ready Reserve be examined for physical fitness, as well as notify the Army of changes in their address, marital status, number of dependents, or civilian employment.

On 22 February 2006, the Secretary of the Army issued a memorandum entitled “Individual Ready Reserve Transformation” which directed implementation of an annual screening and training program that aligns with the Army Force Generation (ARFORGEN) model for the Reserve Component. The memo also stated,

“Our goal is to program, implement, and fully fund the screening and training initiative at critically validated requirements. In FY07, conduct a Soldier Readiness Processing (SRP) pilot program for up to 5,000 IRR Soldiers at multiple installations. By FY11 this program will expand in steady state to process at least 1/3 of the entire population. *Intent will be to SRP Soldiers at least once every three years.* Army professional development, MOS refresher, reclassification, and collective training will also be programmed for and conducted as required.”

In discussions with Human Resources Command (HRC G-3), Assistant Secretary of the Army/Manpower and Reserve Affairs (ASA/M&RA), Army G-1 Directorate of Military Personnel Management (DMPM) and National Guard Bureau offices, Subject Matter Experts (SME's) described the multiple challenges associated with meeting the IRR and readiness management requirements outlined in Title 10 of the USC and the 22 February 2006 Secretary of the Army memo. Soldiers in the IRR cannot be managed primarily because maintaining accurate contact information (address/phone numbers) for these Soldiers is a significant challenge and Human Resources Command (HRC) does not have enough full-time manpower resources to contact these Soldiers, research contact information if Soldiers have moved or changed their phone numbers, nor do they have the personnel to manage Soldier personnel records. In an interview with Military

Times, the Reserve Forces Policy Board stated “the Defense Department struggles to maintain an accurate database of IRR troops and their contact information because its personnel directorates use outdated database systems and do not share information with other government agencies such as the Internal Revenue Service.”

HRC also does not have sufficient funding to bring IRR Soldiers into an Inactive Duty status to conduct an annual muster/readiness review, nor to dispatch Soldier Readiness Processing (SRP) teams to the myriad geographic sites where IRR Soldiers are located in order to conduct an annual IRR Soldier medical readiness testing. Given their extremely limited resources to manage such a large population of IRR Soldiers, the Army is drafting a directive (IRR Way Ahead) that outlines a proposed new plan for IRR Readiness Management. The draft directive proposes grouping IRR Soldiers into three tiers. The intent of this new management concept is to focus limited resources on improving the readiness of those Soldiers who could truly be accessed during time of crisis.

- Tier I –IRR Soldiers possessing the critical skills/grades needed based on forecasted mission requirements for the first 60 days of partial mobilization.
- Tier II – IRR Soldiers who still want to be active participants but do not meet the criteria outlined in Category I.
- Tier III – IRR Soldiers who fail to maintain contact with HRC and do not participate to earn points or pay.

Since the IRR is a substantive personnel pool from which the Army would draw personnel to increase the size of the force (expand the Army), propose the following:

1. Amend 10 USC 10205 to authorize the SECDEF to coordinate with other federal agencies to obtain updated contact information on IRR Soldiers.
2. Amend Title 10 USC to authorize a virtual muster that does not include a physical examination or review."
3. Rapidly transfer eligible (Tier III population) Soldiers out of the Ready Reserve.
4. Rescind the February 2006 “Individual Ready Reserve Transformation” memo.